

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending April 2025.

The Hub - Transport Advisory ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

The Hub - Transport Advisory has business operations in the United Kingdom, Australia, Saudi Arabia and the United Arab Emirates.

We operate in the management consultancy sector. The nature of our supply chains is as follows: We work with a number of suppliers who provide (technical) advisory services.

For more information about the Company, please visit our website: www.thehubtransportadvisory.com.

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Recruitment and selection policy** - We conduct checks on all prospective employees to verify that they are eligible to work in the UK.
- **Staff code of conduct** - We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviours. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.
- **Anti Bribery & Anti Corruption Policy** - The policy sets out our approach and values in conducting business with our supply chain.
- **Go No Go Decision Tool** – We use this tool to take bid no bid decisions on new opportunities. This tool includes a compliance assessment, taking into account ESG score, Client ownership structure, Defence exposure, Supply chain risk, Revenue sources, Project location, Perception, Regulatory/Legal matters.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because our supply chain is based in the UK and in low-risk industries.

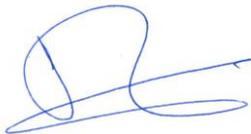
We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of suppliers - 20% of suppliers each year.

The statement was approved by the board of directors.



Pieter Meulendijk-de Mol, Director
The Hub - Transport Advisory Ltd.

Date 30 January 2026